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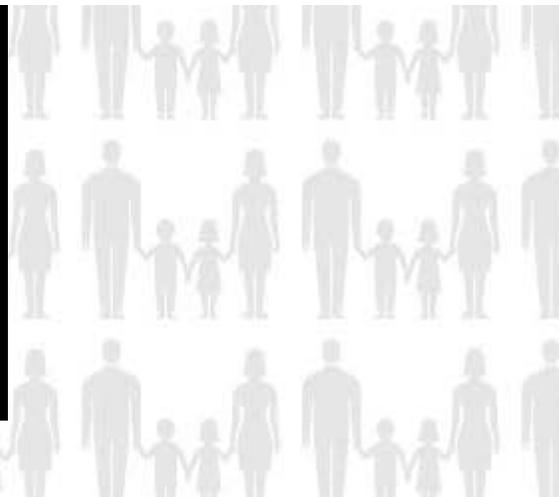
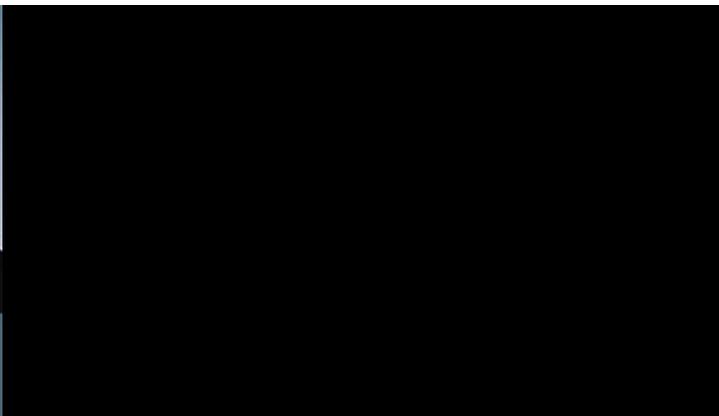
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BEST PLACES TO WORK 2015

Best Places to Work 2015: American Cancer Society

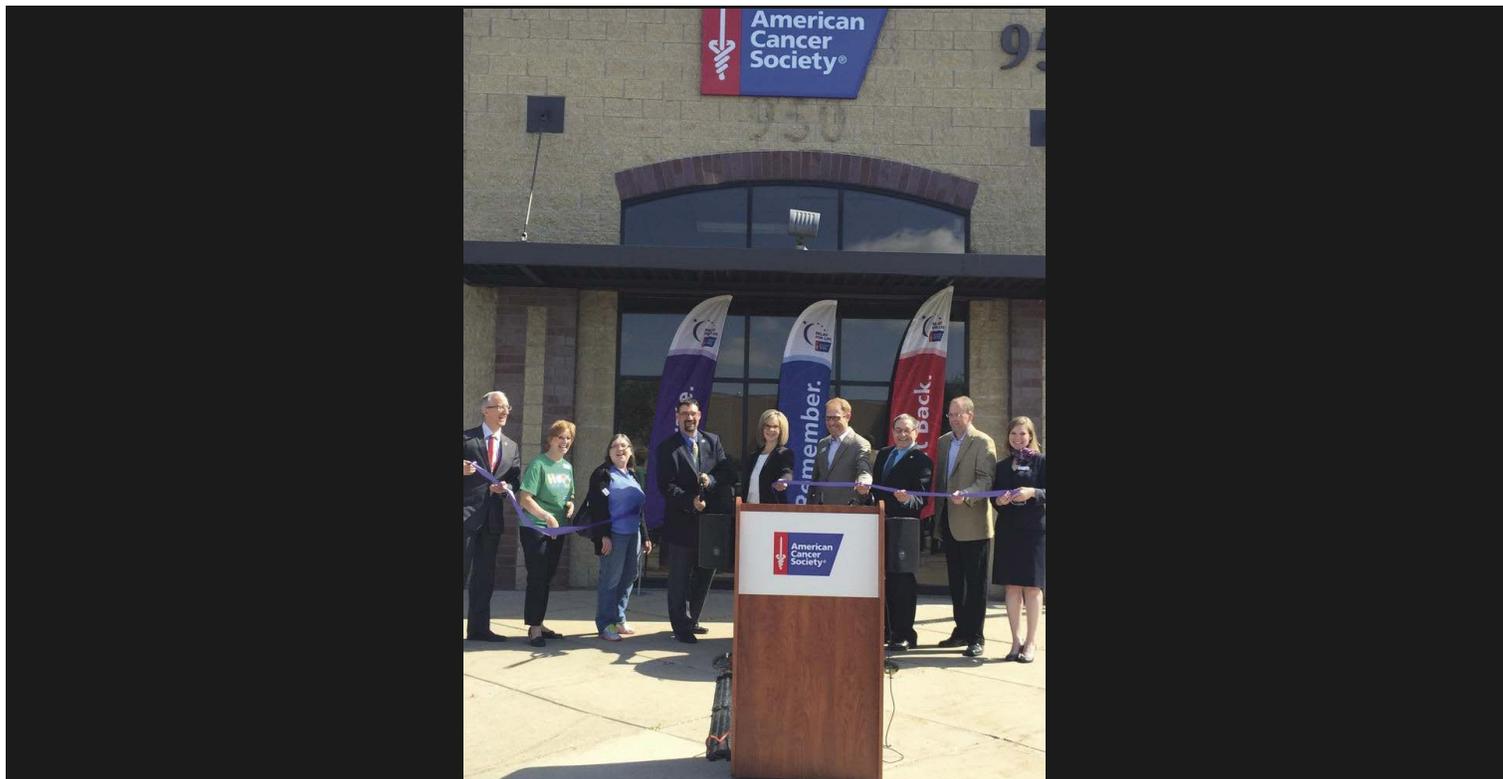
The Business Journal's 17th annual Best Places to Work awards honor 65 Minnesota employers for creating and maintaining engaged workforces.

Aug 14, 2015, 5:00am
CDT

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American Cancer Society

AMERICAN CANCER SOCIETY

#8 Medium: American Cancer Society

First-time winner

Score: 90.817

Top local executive: [David Benson](#)

Minnesota employees: 60

Business: Health organization dedicated to eliminating cancer

Your company is: Nonprofit

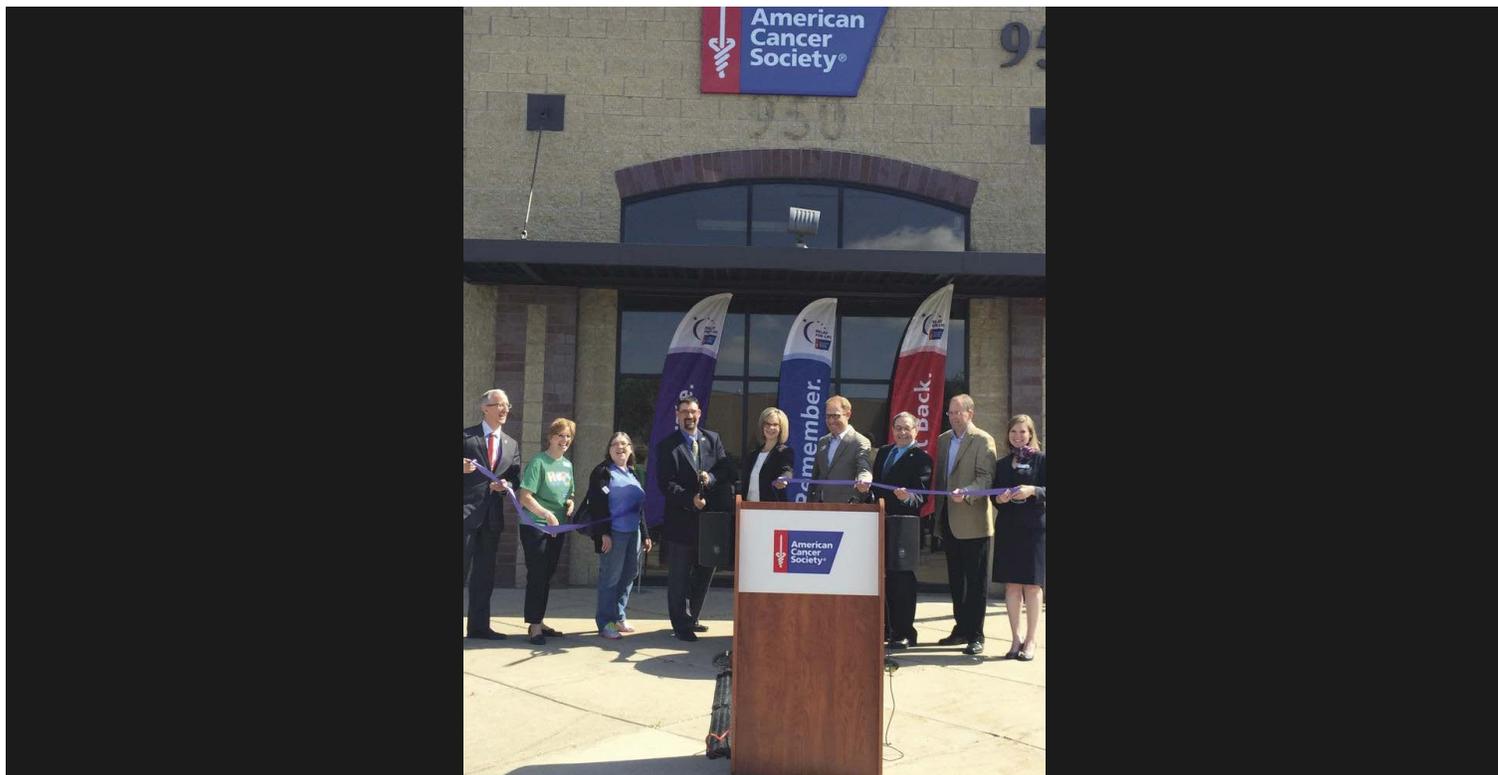
Year founded in Minnesota: 1998

City: Eagan

Web: cancer.org

Twitter: @AmericanCancer





American Cancer Society

AMERICAN CANCER SOCIETY

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We asked American Cancer Society Executive Vice President – Midwest Division [David Benson](#):

Describe your company culture in five words: Mission-focused, collaborative, empowered, fast-paced, proud

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How do you ensure that your employees know they are valued? We listen. Staff is encouraged to share feedback and escalate ideas and concerns. This helps us rally around opportunities, makes it faster for us to remove barriers, and helps us develop more informed strategies and plans. We help staff live our mission. Our mission is of personal importance to each of us, and we help them deliver and live our mission in a variety of ways. Comprehensive benefits, wellness programs, walking paths near the office, and numerous ways to contribute to our mission that offer variety from one's day-to-day work. Staff is trusted and empowered. We make room for staff to take risks, test new ideas and pursue new kinds of opportunities. This is all done within an open and transparent environment.

What steps do your senior leaders take to create a great work environment for all employees? Senior leaders know and understand their staff. Our executive leaders have deep frontline knowledge and experience. They've been in their staff's shoes. We stay focused. We are laser-focused on proven strategies that have the greatest impact, and we clear away the barriers that have the potential to pull staff in a different direction. Staff helps us identify barriers, so we can address them as quickly as possible. Staff is self-directed. Staff is empowered and owns their work. With the right strategies and resources to equip them, they collaborate around markets, accounts and programs of work to achieve individual and shared goals.

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How does your company create opportunities for individual development and career growth at all levels? Staff at every level is given the opportunity to lead, own their work and drive their

success — and, in doing so, develop a robust set of competencies that includes everything from finance to marketing to management to relationship building. Development is a priority that is offered through mentoring, on-demand learning and face-to-face facilitated workshops. Staff is encouraged to create development plans for near-term success and longer-term career advancement.

How would you describe your company in 30 seconds to someone you meet at a cocktail party? The American Cancer Society takes great pride in working to prevent cancer, cure it and help reduce the suffering of those coping with the disease. We are the only cancer-fighting organization that can truly impact every cancer in every community, and we take that seriously. How we go about that work is as important as the progress we make. We are each personally invested in our mission. Every day there is someone who needs us, and every day we help them. Every day we recognize the legacy of progress behind us, while also feeling the moral imperative to do more.

What are the most popular perks you offer employees? When we think of perks, we think of why staff comes to the American Cancer Society, and why they stay here. At the very top of the list is our mission. Staff-engagement surveys confirm that we all feel personally connected to our mission, and that it motivates us to wake up and contribute every day. Comprehensive benefits, generous vacation time, and things like healthy food at large meetings give staff ways to integrate healthy living into their work so that they can thrive at work and beyond.

How does being a Best Place to Work affect your bottom line? When employees feel good about where they work, they are more engaged and fulfilled. Our mission is to end suffering and save lives from cancer. It's daunting work, but there is great satisfaction in the staff-volunteer partnership, a trusting work environment and a focus on wellness for everyone. When this is combined, it ultimately extends our endurance, expands our reach and fuels our continued desire to do more.

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